

**MINUTES**  
**PERSONNEL COMMITTEE**

Tuesday, April 9, 2013

City Hall, Room 207

6:00 p.m.

Members Present: Chair Andy Nicholson, Ald. Amy Kocha, Ald. Tom DeWane, Ald. Tom Sladek

Others Present: Director Lynn Boland, Director Steve Grenier, Director Dawn Foeller, Chief Tom Molitor, Chief Mike Nieft, City Attorney Wachewicz and others

1. Roll Call.

2. Adoption of the Agenda.

A motion to adopt the agenda was made by Ald. DeWane, seconded by Ald. Sladek. Motion carried unanimously.

3. Approval of the minutes of the meeting of March 27, 2013.

A motion to approve the minutes of the meeting of March 27, 2013 was made by Ald. Sladek seconded by Ald. DeWane. Motion carried unanimously.

4. Request to reclassify and fill a part-time Clerk III position in the Fire Department and all subsequent vacancies resulting from internal transfers.

A motion to hold the request to reclassify and fill a part-time Clerk III position in the Fire Department and all subsequent vacancies resulting from internal transfers was made by Ald. DeWane, seconded by Ald. Sladek. Motion carried unanimously.

5. Request to fill (7) DPW Operations Division positions and all subsequent vacancies resulting from internal transfers.

(4) Truck Drivers

(1) Street Laborer

(1) Sanitation Laborer

(1) Senior Mechanic

Director Boland stated the Truck Driver and Laborer vacancies are the result of retirements and internal transfers in 2011 and 2012 and that several of these positions were held open in 2012 due to budget constraints. The Senior Mechanic vacancy is the result of a recent resignation.

A motion to approve the request to fill (7) DPW Operations Division positions and all subsequent vacancies resulting from internal transfers was made by Ald. DeWane, seconded by Ald. Kocha. Motion carried unanimously.

6. Request by Ald. DeWane to develop a draft policy regarding the rehire of employees, for review and discussion.

Ald. DeWane had asked Human Resources to draft a policy for employees that voluntarily leave City employment and then request to return to the City after a short period of time. Issues regarding seniority and vacation could be addressed in the policy.

Director Boland explained this policy would affect all employees except Police and Fire. The Police and Fire Commission has a similar policy for the rehire of sworn police and fire personnel. Last year an employee from DPW asked if the City would consider developing a policy similar to the policy for Police and Fire. The policy would allow an employee who was rehired within 12-months of their resignation date to use prior service credit for purposes of vacation and salary placement. Director Boland would like the committee to consider making the policy retroactive to June 2012 if approved, in order to address the concerns of the employee that raised this issue. The policy has been discussed with union representatives and they are supportive of the policy.

Ald. Sladek is interested in determining how common these policies are; both public and private sector and questioned if the rehire period of 12-months is too long.

Ald. Kocha stated that Brown County has a similar rehire policy.

A motion to report back at the next Personnel Committee meeting information on public and private sector rehire policies was made by Ald. Sladek and seconded by Ald. DeWane.

Motion carried unanimously.

7. Request by the Village of Allouez to extend the animal control contract until May 27, 2013.

Director Boland stated the Village of Allouez is in the process of completing the transition but is requesting an extension until May 27, 2103.

A motion to approve the request by the Village of Allouez to extend the animal control contract until May 27, 2013 was made by Ald. Sladek, seconded by Ald. Kocha. Motion carried unanimously.

8. Update and discussion regarding labor negotiations.

Director Boland reported there is no update at this time.

A motion to receive and place on file the update on labor negotiations was made by Ald. Kocha, seconded by Ald. DeWane. Motion carried unanimously.

9. Report of Routine Personnel Actions for regular employees.

A motion to receive and place on file the routine report of Personnel Actions for regular employees was made by Ald. Sladek and seconded by Ald. DeWane. Motion carried unanimously.

There being no further business, a motion to adjourn was made by Ald. Sladek and seconded by Ald. DeWane at 6:15 p.m. Motion carried unanimously.

Respectfully submitted,  
Peggy Barden  
Recording Secretary